

Local Govt. Service

CGS

SEPTEMBER 1946



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# Local Government Service

No. 9. Vol. XXIV

SEPTEMBER, 1946

THREEPENCE

OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

## WELCOME TO "COMPANY" OFFICERS

THE decision of Conference to organise the vast army of officers in the employ of "statutory undertakers" in electricity, gas, water, and transport has had a swift and, indeed, almost overwhelming response.

Already nearly 1,000 members of the staff of the North Metropolitan Power Company have formed their own branch of NALGO, closely followed by 500 officers of Central London Electricity, 250 of the Cornwall Electric Power Company—a unit of the great Edmundson's Group of Companies—60 of the Gloucester Gas Light Company, 60 of the Taunton and District Gas Co., and 45 of the Hantlepool Gas and Water Company. In addition, membership is developing in the County of London Electricity Supply Company, the London Electric Supply Corporation, Metesco, and the London Power Company, in the Metropolitan area, and in several big companies, both electricity and gas, in the Provinces.

It is significant that electricity staffs have been the first of the "utilities" to see the need to join a powerful trade union, and at the moment are coming in more quickly and in greater numbers than their colleagues in the gas and water companies. In the past, clerical staffs of "company" electricity organisations have, with few exceptions, lacked effective organisation. Now faced with regionalisation, in which they will be joined by the officers of municipal undertakings, they have been prompt to recognise the need for joint and effective protection if their rights are to be safeguarded and their claims met.

### Salaries Often Low

MOREOVER, although many of the electricity companies are good employers, the salaries and conditions of service of a large proportion of their officers are below those laid down in the local government Charter, and in some rural and small urban areas are scandalously low, while even the more satisfactory scales rarely extend beyond the junior grades. There is no uniformity among the different companies, and some have no pensions schemes.

In these circumstances, the electricity staffs look with envy on the national scales, conditions of service, and compulsory superannuation won by NALGO for its municipal members, and are eager to take advantage of the Association's long experience in public service organisation, its influence in negotiation, and its national prestige. Here is what representatives of the Northmet branch, invited to attend the recent NALGO Conference as observers, said about it in their report to the branch:

"We came away from the Conference impressed with the efficiency within the organisation; the power, capability, and business acumen of the National Executive Council; the high oratorical standard of the delegates; and with a firm conviction that, in joining NALGO we have done the best thing, and that if we have to call upon NALGO as a negotiating body, it can and will produce brains on our side of the table as capable as those on the other side."

NALGO'S victories in the past—in the development of national negotiation, national salary scales, national conditions of service,

and compulsory superannuation—will smoothen the road which many of the public utility officers still have to travel. No other organisation is so well equipped to help them, and it is ready, both nationally and in districts and branches, to offer them a hearty welcome.

### A.M.C. and the Press

IN its widely publicised report on relations between Local Government and the Community—a report which has become the "Bible" of public relations for local government—the NALGO Reconstruction Committee laid great emphasis on the need for closer and

committee, in the absence of the press, or by such a committee as a general purposes committee consisting of all members of the council, again in the absence of the press, followed by a further meeting to which the press are admitted lasting a few minutes at which no real discussion or debate takes place, is one most strongly to be deprecated."

To this general conclusion in favour of full discussion and reporting of all public business, the A.M.C. makes two exceptions, both of which were also made by the NALGO Committee and both of which will be supported by local government officers. These are matters—such as negotiations for the purchase of land—the publication of which would be contrary to the public interest; and discussion of the salaries and service conditions of local government officers. On the latter point the A.M.C. fully supports the view, long urged by NALGO and endorsed by the Minister of Health in a model standing order, that all questions relating to the appointment, promotion, dismissal, salary, conditions of service, or conduct of a council employee should be considered in committee.

### Minutes in Advance

EQUALLY progressive is the attitude of the A.M.C. to the issue of committee minutes to the press in advance of the meeting of the council. Subject only to necessary safeguards against the issue of defamatory statements in minutes, it favours their issue to the press at the same time as they go to members of the council, with no restriction on immediate publication of, or comment upon, them.

Other points upon which the A.M.C. supports NALGO's proposals are the grant of authority to chairmen of committees and officers to explain the council's work freely to the press; the co-option of press representatives on to public relations committees; and allowing the press to remain when the council decides to discuss a particular topic in committee. While not, in general, favouring the admission of the press to committee meetings, the A.M.C. considers that this may be desirable where there is a substantial degree of delegation to a committee, and in any event it favours the practice of the chairman or officer to a committee giving the newspapers a résumé of its proceedings.

Altogether, the report is a most progressive and far-reaching document which it is to be hoped all local authorities will examine with care and profit. Certainly NALGO will welcome this further evidence of an approach to better public relations by the A.M.C.

### Next Year's Conference

WE owe, and hereby make, apology to Southport and Scarborough for the stupid slip in last month's journal, in which we wrote that next year's Conference would be held at Scarborough. It will, of course, be at Southport.

*It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in the journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.*

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more cordial understanding between local authorities and the press, and made many proposals to that end. The more progressive local authorities welcomed, and have given effect to, some or all of these proposals, but some—and some chief officers also—appear to regard them as having been too sweeping and revolutionary and continue to treat the newspapers with suspicion and hostility.

Now, we are happy to note, the Association of Municipal Corporations has come down wholeheartedly on the side of the Reconstruction Committee and NALGO. A year ago, the Institute of Journalists—with which the Reconstruction Committee had itself discussed the question—submitted to the A.M.C. a memorandum complaining of existing shortcomings in the attitude of some local authorities, and urging the establishment of a better relationship. The A.M.C. appointed a special sub-committee to examine the position, and the report of this sub-committee has now been adopted by the A.M.C. Council.

### Public Discussion Essential

IT is for NALGO a most satisfying document, since it endorses practically all the conclusions and recommendations reached by the Reconstruction Committee.

"It is the essence of democratic government," says the A.M.C., "that there should be public discussion of all public matters, and the practice of a council discussing substantially the whole of the business of the council in



# ERITH'S NEW ANGLE

*Mannequins in nylon bathing suits and rayon pyjamas gave a new angle on public relations work at Erith last month in the first municipal fashion fair to be held in this country. It was part of Erith's peace celebrations which also included horticultural, fur and feather, and dog and cage bird shows—organised by KENNETH F. DAY, newly-appointed public relations officer to the corporation.*

*As a fashion-fair speaker told the audience: "We want to show you that the council is concerned with bringing you beauty, interest and entertainment in a practical way, as well as with emptying your dustbins and sending rate demands."*

**YOU** may contend, writes Mr. Day, in describing the plan of campaign for his new job, that such activities are general entertainment and not public relations. But I have found them to be invaluable in "sugaring the pill" and in bringing many useful contacts and much helpful co-operation with local organisations.

One of the first tasks after my appointment, continued Mr. Day, was to "brighten" the monthly council meeting. This was achieved largely by the inauguration of a public half-hour at the end of official business. During



that half-hour any ratepayer could ask any question on local government administration provided he had given the mayor 48 hours' notice in writing. We had to insist on 48 hours' notice because neither councillors nor chief officers could reasonably be expected to have at their finger-tips detailed replies to spontaneous questions.

Before this popular innovation, only a handful of regulars attended council meetings. They were mostly friends of councillors augmented by half a dozen stalwarts who, I believe, turned up year in and year out. Now, to ensure an audience, the mayor personally invites members of a selected organisation—from my list of 98. On an average, this method attracts 50 or 60. Most people were astonished to know that they were entitled to attend council meetings. In the past, the only invitation had been the little-read official notice on the board at the entrance to the council offices.

The first one we held was not too successful. The councillors may have been nervous. Anyway, it lacked colour, the replies being too long and far too detailed and statistical. The second was much better: visitors read aloud their questions and the mayor called upon the appropriate chairman to reply. Replies were brief, to the point and colloquial. The audience felt that something had been done and that their suggestions had reached the right quarter.

Our best effort yet—more spectacular than the monthly half-hours—was a debate on the



One of the mannequins at Erith's recent Municipal Fashion Fair—part of the peace celebrations organised by the Council through its newly-appointed public relations officer who describes on this page his plans for interesting the citizens.

National Health bill between the radio doctor—Dr. Charles Hill—and the leader of the Labour group on the Kent county council, Dr. C. W. Brook. It produced a lively clash of fundamental ideas. More than 1,000 were present and we were inundated with requests for more debates later. My experience is that it is worth while trying to get two top-line speakers for a debate in preference to a discussion by local celebrities who, as a rule, do not attract the public. We are now planning another—on food problems.

## Press Summary Time-Saver

Our relationships with the Press are first-rate. Local newspapermen are always willing to help and offer suggestions. I obtain from departmental heads a weekly list of items for publication and this method saves a terrific amount of time on both sides. I disagree with the Journalists' Institute that public relations is an excuse for the local authority to push off reporters to the P.R.O. and thus bar them from getting information from any other department.

Our weekly news column in local newspapers was not too popular. "Flash" publicity and small "news in brief" paragraphs got a better result. Pamphlets and leaflets of all kinds are sent to the national Press in case any may interest them. "Throw-aways" in libraries and information bureaux are more successful

than formal notices. But leaving a pile of leaflets on a counter with a notice, "please take one," is useless—the public just will not bother. Our bureaux assistants hand leaflets to all callers and a leaflet is enclosed in library books when exchanged. A list of coming events

## on PUBLIC RELATIONS

is sent out with rate demand notes, electricity accounts and all general correspondence.

We have started a "Town's Engagement Diary," available to all sections of the community, which helps secretaries of local organisations to prevent dates of functions clashing.

We are also planning to issue free to ratepayers a monthly bulletin containing progress reports of committees' work and a list of coming events, but no advertisements. It will be a three-fold page publication similar to monthly cinema programme. Incidentally, the slogan "A date to note—cast your vote November 1" appears on all printed matter.

Someone said: "The finest committee one can have is a committee of two with one in bed"; that goes too far, but I wish that committees and reports could be cut to the minimum. Each council committee appoints sub-committees which, in turn, report to this and that committee with sheaves of detailed matter that have taken officers many hours to prepare but which are often tossed aside after a few moments' consideration. Much administration seems unimaginative and routine. P.R. should make the bold move of breaking new ground. In Erith, the public relations committee is a sub-committee of finance and general purposes and outside organisations are not represented on it. Instead, a monthly meeting of representatives of all organisations—religious, political, youth, community centre and so on—is held, and any member of the council is entitled to attend. I find ex-C.I.W. wardens and fireguards' social associations of great value for stewarding social functions and acting as guides at shows and old folks' outings, in which they feel they are doing a real service to the community. In return they expect the P.R.O. to attend all their own meetings.

## The Right Staff Essential

A word about staff. Unless the P.R.O. has sufficient staff, the job is bound to fall down. I started by using typists from other departments, but found the arrangement most unsatisfactory. Fortunately, my committee was sympathetic and agreed to appoint typists.

We have three information bureaux, and having them staffed with the right type of assistant is half the battle.

The branch section is presenting a trophy for the best public relations effort by an individual or organisation in the borough. The coming winter session includes "My Job" talk by various members of the staff, including juniors. Another suggestion is a "Courtesy Campaign" chat. Nothing is so irritating to the caller as to be interviewed by a junior primed to prevent him from gaining admittance to a senior officer. No doubt the junior is carrying out instructions to the letter, but the appointment of a receptionist in each department would save much trouble. Many callers lose time and money by calling and are entitled to see an officer who can give them an answer.

The P.R.O. is expected to ferret out the answers to all sorts of questions. I have found that the public relations department is appreciated and welcomed by other departments, although sometimes we must be a nuisance to department chiefs.

What will the result of all this be? November 1 will tell us whether, after a few months public relations is proving successful. Our last municipal elections showed a 33 per cent poll. I am hoping for 50 per cent this year. Am I too optimistic?



Plymouth council sat three whole days to make "The Way We Live," a documentary film masterpiece that all should see

# PILGRIM CITY LEAPS TO STARDOM

A LORD MAYOR having his nose powdered by an attractive young brunette film director; a city council sitting for three days to allow its debate to be "shot"; a corporation tramcar transformed into a moving camera platform; the city's main streets closed for several hours on a Saturday afternoon for a children's procession; a lamp repair trolley "borrowed" from the electricity department for high-angle pictures—these were among many similar incidents seen in Plymouth recently.

The result, shown in London last month and soon, it is hoped, to be seen throughout the country, is "The Way We Live," the most lively, human, topical, and exciting documentary film about town and country planning yet made in this country or anywhere else.

The story of how the film came to be made is as fascinating as the film itself. Jill Craigie, a brilliant 30-year-old producer, having made a documentary film on contemporary art, determined to make another on town planning and reconstruction, and persuaded J. Arthur Rank and his producing organisation, Two Cities Films, to launch into this new field, for them, and back her.

## "City Laid at Our Feet"

The choice of a site was easy. Plymouth was one of Britain's most heavily blitzed cities. It had a romantic appeal, not only in this country but—important from the film point of view—in America. Most important of all, it had a Plan—possibly the most ambitious and exciting reconstruction plan of any city in the world today—and a progressive city council determined to put the plan through. Moreover, the plan was controversial, had aroused acute conflict both locally and nationally, and thus offered that element of drama essential to a good picture.

Plymouth city council and its officers, the city's new M.P., Michael Foot, and the citizens themselves, all agreed to cooperate to the full. "Plymouth was laid at our feet," Miss Craigie told LOCAL GOVERNMENT SERVICE. "We used every corporation 'prop' we wanted. Much of our own equipment was out-of-date, but the council and staff came to the rescue and with 'Heath Robinson' adaptations of their properties, we overcame all difficulties.

"For one sequence, I wanted a debate in the council on the plan. The town clerk staged a

full-dress debate, every word of which was taken down in shorthand. Then I condensed the speeches for and against to their essential points, gave them back to the councillors to learn by heart, and for three days the councillors sat almost continuously while the debate was filmed, allowing me to bully, direct, and control them, make them repeat their lines, and correct nervous mannerisms.

"For another sequence, we wanted 3,000 young people in the city. The education officer got in touch with the youth clubs, the city engineer explained the plan to them and fired their enthusiasm for it, and they staged a big demonstration, carrying banners they had designed themselves. It was the same with the housewives, the shopkeepers, the fishermen, and the people generally."

With the exception of a single professional actor, every part in the film is played by citizens of Plymouth themselves, from the Lord Mayor downwards. Leading parts are taken—brilliantly—by a war widow, a dockyard worker, a post-office telephone operator, an 81-year-old grandmother, a land girl, and two schoolchildren; so brilliantly indeed that 17-year-old Patsy Scantlebury, the telephone operator, has already signed a contract with the Rank organisation.

Two of the most successful "actors" are Sir Patrick Abercrombie, the town-planning consultant, and James Paton Watson, Plymouth's city engineer: the former striding among the ruins dreaming dreams and seeing visions and later explaining those dreams and visions to the townsfolk; the latter wandering, in tin hat and dusty overcoat, among the debris in the blitz, instructing his staff to prepare the details of the plan, and chuckling delightedly at each telling thrust in the council debate on it.

But chief praise must go to Miss Craigie herself, who has, by brilliant writing and direction, brought a difficult subject to life and made it sparkle with humour, satire, drama, and warm humanity. As C. A. Lejeune



SHOOTING!—from the repair trolley platform

wrote in "The Observer": "Miss Craigie's picture is not only intelligent but full of heart; in its quiet way it is the sort of work that will captivate all types of audience. Many documentaries are pompous; this is not. Many documentaries are affected; this is not. Many documentaries are a bore; this emphatically is not. Miss Craigie has taken one of the most pressing problems of our day, the building of new homes and the planning of fine, healthy, workable cities, and by showing it through the eyes of the real people deeply affected by it has made it an exciting and personal concern."

## Get it Shown in Every Town

Every local government officer and, still more, every citizen of Britain must see this film. But how? When it was first made, the distributors shied from it. There was no room in the "double feature" programme for a documentary. Filmgoers, they said, wanted only the glamour of sex and the excitement of crime; they could not digest an intelligent approach to a real problem. At first, it was booked for local display only, with tentative showings in one or two other blitzed cities, like Coventry. Now, thanks to the uproar created by film critics, it has been shown in London and is promised a showing on the Odeon circuit. How widely that showing will extend will depend on the demands of audiences themselves. To ensure that it will be as wide as it deserves, we urge every branch of NALGO to pester the manager of its local Odeon to book it—and, having done so, to invite every local council in the area to see it—and, if that fails, to write direct to J. Arthur Rank, Albion House, 59, New Oxford Street, London, W.C.1, demanding that it be shown.



JILL CRAIGIE powders the mayoral brow while the cameraman awaits his assistant's exposure-meter reading



# NALGO Wins Two-Year Fight for Widow's War Pension

**A** SUCCESSFUL two-year fight, in the face of adverse post-mortem findings, for a pension for the widow of a member was reported to NALGO's National Executive Council at its meeting in London on July 20.

The member, placed in Grade I by a medical board on joining the R.A.F., was taken ill whilst travelling home on leave. Cerebro-spinal meningitis was diagnosed and, despite penicillin treatment, the patient died in hospital. A post-mortem was ordered, since a note on the death certificate indicated that organisms of cerebro-spinal meningitis had not been found in samples of fluid taken in hospital.

The coroner, guided by the pathologist's report, attributed death to septicæmia caused by a cut on the chin received before enlistment. It followed that a pension was refused.

But in spite of the pathologist's evidence, apparently irrefutable, the Association clung to its belief that death was attributable to war service and had nothing to do with the cut on the chin. The two doctors who had attended the deceased were found, and both expressed the view that death had been due to cerebro-spinal meningitis. The next step was to get an authoritative opinion on the conflicting medical evidence. To this end, Sir Bernard Spilsbury was asked to report, and he suggested that the penicillin administered in hospital had killed the organisms of the cerebro-spinal fever without repairing the damage to the brain which those organisms had caused. Apparently the pathologist who conducted the post-mortem had entirely overlooked the effect of the penicillin. There was, therefore, no justification for regarding the septic condition of the scar on the chin as the cause of death.

An appeal before the tribunal, at which Sir Bernard gave evidence, resulted in the award of a pension to the member's widow.

Another successful pension appeal reported further emphasised the value of NALGO's legal aid to members. In this case, Mr. Y. was discharged, after five years in the Army, suffering from arterio-sclerosis. NALGO's appeal that the illness was due to strenuous duties on service was allowed by the tribunal.

In all, thirty-two cases of legal assistance for members were reported including one in which £20 had been given to the Association's Benevolent Fund as a token of gratitude.

Other matters discussed and decisions reached by the Council included:

## service conditions

**Professional Gratings.**—Grading recommendations made by sectional and professional organisations through the joint consultative committee were referred to the staff side of the National Whitley Council for its guidance.

**Leave with Pay for Conference Delegates.**—A report that an employing authority had refused a request from its officers for leave of absence with pay to attend NALGO's Conference was also referred to the staff side of the National Whitley Council.

**Equal Pay.**—A decision to ask the Prime Minister to receive a deputation on equal pay for equal work was reached by the newly-constituted joint committee of representatives of the B.M.A., the staff side of the civil service National Whitley Council, the N.U.T., NALGO, and others, at its first meeting.

**Temporaries' Cost-of-Living.**—NALGO representatives on the National Whitley Council will discuss with other members of the staff side the possibility of the Council's making some pronouncement to encourage local authorities to increase remuneration of temporary officers where necessary until their position is regularised in October next year.

**Housing Managers.**—Representations to the Society of Women Housing Managers will urge that facilities to train in the Octavia Hill

system be given to men as well as women to ensure equal opportunity in housing management.

**War Service Pay.**—The circulation to local authorities of County Councils' Association resolutions urging the suspension of pay supplementation for those called up after a date to be decided and for those volunteering after their group demobilisation without consent of their authority will be raised with the National Whitley Council.

**Staff Exchanges.**—Negotiations with the M.O.H. departmental Whitley Council for interchange of civil servants and local government officers as recommended in the Assheton Report, 1944 (Cmd. 6525) are progressing, with N.E.C. blessing.

**Arbitration.**—Trade disputes with West Hartlepool county borough and St. Austell

U.D. were settled to the Association's satisfaction; and a further dispute with the Portland U.D. for refusing to pay an appropriate salary to its rent and rates collector or taking any action on the recommendations of the disputes committee of the South-Western provincial council will be reported to the Minister.

**Rushcliffe Committee.**—Increases in pay affecting 15,000 midwives, 30,000 men nurses, 35,000 student nurses, and 3,000 mid nurses have been approved by the Rushcliffe committee.

**Day Nursery Staffs.**—Salaries and conditions of day nursery staffs are to be fully investigated.

**Hospital Administrators' Deputation.**—Deputation of representatives of the Institute of Hospital Administrators, N.A.A.L.G.H. and NALGO to discuss the status of local administrators of hospitals was received by Mr. Michael Reed of the Ministry of Health.

**Consultative Committee.**—The Association of Statutory Inspectors of Gas Meters and of County Sanitary Officers have been admitted to the joint consultative committee.

**Senior Education Appointments.**—NALGO representatives will meet the executive of the Association of Directors and Secretaries for Education to discuss withdrawal of the present requirement that candidates for senior appointments in the education service must have teaching experience.

**Women in NALGO.**—Out of 134,366 members in 1945 (including 37,021 on war service), about 36,623 were women (including 1,694 on war service).

## parliamentary

**The Watch on Legislation.**—Successful action has been taken to ensure:

Adequate compensation provisions in parliamentary bills dealing with the national health service, education, police in Scotland, civil aviation, and new towns;

Amendment or withdrawal of clauses of the Manchester Corporation Bill and for insertion of a compensation clause in the Tyne Tunnel Bill;

Application of the Local Government Superannuation Act 1937 to Railway Assessment Authority employees.

The Minister of Health has signified that NALGO's claim for the repeal of legislation precluding paid officers of county councils from election to Parliament will be considered with other suggestions for amending the Local Government Acts.

## education

**Educational Grants.**—Representations will be made to a local education authority refusing to make a grant towards the cost of preparation for a professional examination.

**Nurses' Scholarships Scheme.**—This scheme is to be reviewed.

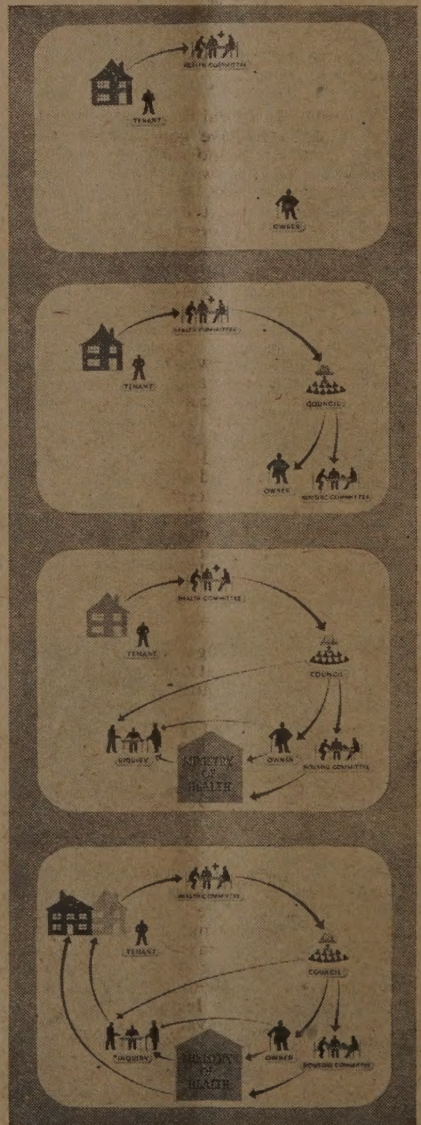
**Concession to Ex-Service Men.**—Ex-service candidates for the Association's examination—intermediate and final—may now take the in two parts and should they fail in only one subject in any part may be referred in the subject.

## public relations

**Exhibition of NALGO's Work.**—Estimates of cost and plans for the construction of an exhibition of NALGO's many activities, for use in local recruitment drives at branch meetings, are being prepared.

**British Council Film Strip.**—Seventy-four "still" pictures and diagrams on a strip of celluloid small enough to put in a pill-box can now be loaned by Headquarters for use, with duplicated lecture notes, by those lecturing on local government. One special virtue of the film-strip is its lightness compared with lantern slides. Many schools have the apparatus required for its projection and projectors are now coming freely on to the market.

(Continued at foot of opposite page.)



A sequence in the British Council film-strip lecture, showing how effect is given to the rights of an aggrieved citizen





ONCE again they are singing the camp song "Back to Those Cayton Days" in A L G O's north of England holiday centre, Cayton Bay, near Scarborough. There are other songs, too, unforgotten after six years. "Always Eat When You Are

## CAYTON BAY IS CALLING STILL

By "CAMPER"

"hungry" is still the prelude to meals, and is followed by a rallentando "Hard Luck" followed by each late-comer being greeted with a compelling invitation to contribute to the benevolent fund collecting box—which still does well from the auction of the week's reclaimed lost property. "Shame on You" still greets all offenders against the sartorial code who arrive at the centre in collar and tie; and "Good-night, Campers" is still sung at the end of the day in a manner guaranteed to induce slumber in the most ardent reveller. The Cayton centre is indeed a beautiful spot, nestling in a sheltered bay of unspoiled natural grandeur. I have just returned from a visit, and enjoyed every minute of it. Old campers will notice the scars of the centre's war-time adventures: potatoes sprouting in the flower beds; the beach hut shattered by a mine; and the absence of several buildings burned out by the fire which even caught up with a lot of the effects, including some stage properties, and destroyed them, too. But these are scars which, even on the opening day, were already healing and which will soon completely disappear, leaving no blemish. The beach hut is not yet repaired, but a large arquee has been erected for bathing. The fairy lights in the woods and the donkeys

which used to carry children down the steep paths to the beach have gone, but the shady glades are unaltered, and gardeners are working arduously on the lawns and flower beds.

The dining hall, large, light and airy, is now near the entrance, and the recreation room—formerly the Lloyd Loom Lounge—with its inviting, double fire-places, is now a comfortable rendezvous for a quiet read, a chat ("shop" is forbidden), a whistle drive, or a game of table tennis. Here, too, is the stage with radiogram and piano for evening entertainments.

There are well-built, weather-proof, chalets, with comfortable beds and new linen, water laid on in each, ample cupboards and electric light, whilst hot water is available all day within a step or two of each hut. There is a little shop—a combined cafeteria, chemist's, stationer's, toy shop and fancy goods department. The food and catering, in these days of shortage and austerity, reflect great credit on all concerned. The queue-weary housewife leaves worries with her ration cards, on arrival, in the office of "The Skipper" and his wife "The Boss."

what it is all about, receive a present at the end of each week.

The hilarious initiation ceremony, when each week's newcomers are welcomed and given a camp name, is the prelude to a full programme of fun and amusement with no cliquish distinction or noisy rowdiness.

Bowling and putting greens are in good shape and the tennis court is now ready. There are adult competitions in whist, fancy dress, sports and indoor games, all with useful prizes and plenty of dancing, a concert, and a

### "CITIZEN"

"CITIZEN" is the new local government monthly magazine—first of its kind to seek favour on the bookstall.

"CITIZEN" is non-party, non-political, and non-sectarian.

Its aim is to show the common man in words, pictures, and colour how his health and happiness depend largely on the efficiency and providence of local administration. But although its features and lay-out have been devised to attract the general reader, regard has been paid to the interests of councillors and officers.

NALGO's National Executive Council has accepted an invitation from the Editor and publishers of "CITIZEN"—Messrs. Walter King, 11, Bolt Court, Fleet Street, E.C.4—to be represented on an advisory editorial board.

Circulation will undoubtedly be limited by the starvation level of present paper rationing. Members desiring to secure copies, price 1s. 6d., with a reduction if paid yearly in advance, should therefore apply without delay to "CITIZEN" at the publishers' address.

(Continued from previous page)

### Benevolent

**Christmas Cards.**—Before ordering their greeting cards for Christmas 1946, members are invited to wait and see what their Benevolent Fund has to offer. Later it is hoped to supply branches with copies of a leaflet describing the various different designs now in preparation.

### Holidays

**Croyde Bay.**—The holiday centre will be requisitioned this month and will re-open next season. NALGO Swiss holidays will also begin again next year.

### General purposes

**The Association's Finances.** The special finance sub-committee set up to guard NALGO's finances has considered evidence prepared by the honorary treasurer and will shortly present its observations.

**Internal Re-organisation.**—Measures to improve financial control and, where necessary, reorganise existing committee procedure and minuting of decisions were discussed.

**Opening of Knole Lodge.**—The ceremony at which NALGO's national war memorial "Knole Lodge," Bournemouth, will be officially opened by D. J. PARRY, President, and Councillor ROBERT H. OLD, Mayor of Bournemouth, and dedicated by the Rev. Dr. JOHN SHORT, the Mayor's Chaplain, will take place on Saturday, October 5, at 5.30 p.m., following the October meeting of the N.E.C. at Bournemouth.

### Logomia

**Family Income Policies.**—Family-income assurances are now offered to members again, after the suspension during the war of the issue of new policies. The payment to dependants of £3 a week for as long as 20 years in some cases appeals particularly to officers with young families. An attractive leaflet describing the scheme will shortly be available.

### Provident society

**Membership Drive.**—Plans for a membership drive have been prepared and will soon be circulated to branches. Benefits provided will be just as necessary after as before the operation of the national insurance and health services, the Society claims.

camp-fire sing-song in the woods at the end of the week. Enthusiasts will even find early morning P.T.

Small committees to organize events are elected from each new batch of holiday-makers. There seems to be no lack of volunteers with the right team spirit.

Cayton Bay holiday centre will remain open until October 12, to help meet the heavy demand for accommodation. Up to the day of going to press, there were still a few vacancies during the last two weeks of the season—from September 28 to October 12. The charges are £4 4s. a week for members and £5 5s. for friends, with reductions for children. If you want to visit the centre, phone or write NALGO, 24, Abingdon Street, London, S.W.1, tel. WHitehall 9351.



Says LAURENCE WELSH

*Mr. Welsh was a member of the team of lecturers on English local government which visited the Bielefeld summer school for German administrators in the British zone in July.*



One of the visiting team in action. Mr. Welsh is seated to the lecturer's right.



Another section of the German audience.

**I**F a town clerk wanted to become mayor, could he get a year's leave of absence from the town council for the purpose?"

This is a sample of the questions fired at me as a member of a team of lecturers on English local government to German local councillors and officials in the British zone. It illustrates the wide difference between the German and British conceptions of local government, and particularly of the respective rôles of councillors and officials. Our lectures were intended to make the English system comprehensible to the Germans and so help them to introduce more democratic features into their own.

My introduction to the Control Commission which organised the scheme was through NALGO, and I was glad to be able to give a talk on the local government officer and his association, besides lecturing on the general principles of our local government.

The only kind of central government in the zone is the military government, which is at best a benevolent autocracy. For the present this is inevitable and I mention it only because it raises problems of co-ordination of local government to which I, personally, was unable to see any immediate solution; at any rate until some sort of central democratic institutions can be established the central direction of German local government must remain in the hands of the military officials. It can have no democratic element.

It has long been the aim of the British authorities to set up democratic institutions in German local government. As long ago as August, 1945, they instigated measures which can now be said to be steps on the road to representative government. Their objective, as officially defined, was "to make authority for government at every level subject to direct popular control, and to give the people implicitly the power to keep their control."

### Respected Customs Preserved

The German local set-up was studied, and the features which had led to centralisation, and so to dictatorship, were extracted. At the same time, the British policy was to retain traditional and respected customs which did not tend to foster the führer principle. As an interim measure, therefore, nominated representative councils were established with executive powers until the elections could be held and could show the feelings of the individual voters. The elections are to take place during the next few weeks. That is why the

Control Commission organised the series of summer schools at which we lectured.

To find the best angle from which to approach the Germans, we ourselves had first to appreciate the fundamental differences between English and German local government. Differences of structure or function are far less important than the basic contrast in the two countries in the relations of elected councillors and officials. In Germany local government has always been more closely integrated with the central government than in England; it has been carried out mainly by professional officials, responsible more to the central government than to local bodies; and the elective element was almost without influence on administration. The burgomaster, though originally selected by the local authority—in Nazi days under party direction—became virtually a state official and combined in his own person the rôles of city manager, mayor, and town clerk. The official had a double loyalty and his obligation to the Reich was more fundamental than any obligation to the locality. The process was carried much further than before by the local government law of 1935, giving the national socialist party the effective choice of local government personnel.

### English System Explained

With this background, the task of the lecturers, as of the British administration generally, was to explain to the Germans how the English system works—to show that a system by which the salaried experts are responsible to, and take their orders from, elected bodies is consistent with administrative efficiency; that the business of the official is to administer the law under the directions of the council; that, while he may, and should, advise the council, he is not concerned with political issues or with the political complexion of those whose orders he has to carry out; that he should hold himself aloof from political and quasi-political discussions; and that, so long as he gives loyal and willing service to the council and its committees, he may expect security of tenure throughout his working life.

In my lecture on the officer I elaborated these functions and described the important part which he plays, mostly through NALGO, in determining his own conditions of employment and in enhancing the value of his professional service through, for example, post-entry training, the enforcement of proper standards of recruitment and promotion, and the opera-

tion of a local government public relation policy. This lecture naturally aroused great interest. The officials in the audience were clearly perturbed at the risk that, through the division of the functions of burgomaster between two persons, the mayor and the town clerk, the latter would suffer seriously in status and authority. "Wh signs official letters," they asked, "the mayor or the town clerk?" "Does a new town council dismiss the officials it does not like and appoint new ones?" "If the mayor and the town clerk disagree over policy, who has the last word?"

Such are instances of their questions. Their replies seem obvious to an Englishman who understands his local government, but what I have written earlier of the German system will explain why my audience found them less simple.

### "Bursting With Questions"

The audiences were, on the whole, very keenly interested; malnutrition had had its effect on some; there were yellow skin, vacant faces, listlessness, but for the most part they were alert and bursting with questions. They seemed sincerely democratic and anti-Nazi, genuinely anxious to give the new system a trial. Naturally, the officials were concerned with the prestige of their profession and with its material rewards, but they accepted my assurances that in England the official enjoys an honoured place in the scheme and that he has a powerful association to protect his interests. There are already some local government trade unions growing up in various German towns, and a move has started to unite them into a single organisation.

Germany today is economically and physically shattered. Whether the British policy of rehabilitation is wise or well administered is a question too wide to be discussed here. As I can say from my own experience in the limited field of local government is that sincere attempt is being made to re-establish democratic forms and that the Germans are doing their best, under horrifying social conditions, to adopt the new methods and make them work.



# Whitehall, and the Town Hall : Gap Filled By a Law Classic : Another Forward Step in Planning Surveys

PLEA for more generous Government help in the patronage of the arts is made in *Visual Arts* (P. E. P., Oxford University Press, 10s. 6d.). This report is the fruit of Arts Enquiry sponsored by Government departments in association with P. E. P., the trustees of Dartington Hall, and Nuffield College. In England, the local authorities spend, collectively, than the State on living art; the local art galleries, valuable though they need increased amenities as well as national patronage and help. The chapters on commercial art and on art in general education of special interest to local authorities, while the whole book deserves study as a plea for a deeper understanding and cooperative attitude on the part of public authorities.

## Classic

THIRD edition of Hart's *Introduction to the Law of Local Government and Administration*, edited by D. J. BEATTIE (Butterworths, 25s.) fills a gap. This classic medium-sized treatise is invaluable for students and for planning officers. It is brought up to 1945 and so covers not only the major consolidating acts of the years just before the war, but also the new legislation which is rapidly changing the shape of local government. It is one of the most readable and clearly arranged technical works I know. One wishes that the author had turned his hand to a study of practice as well as of law.

## Folk Survey

EVERY wise planner starts with a survey. Not only is it an essential basis for the plan, but it helps the public to understand the needs of the area and so to judge the validity of the plan designed to meet those needs. A list of pre-planning surveys grows steadily as the technique of their reproduction makes rapid progress. *The Suffolk Planning Survey* by T. B. OXENBURY, the county planning officer, has just been published by John Murray at 12s. 6d. Its special interest lies in the stories which tell their stories with great skill and clarity. By a combination of colours and words, they reveal population trends, land use, and other communications, industries, and educational facilities.

## People Talking

the Workers' Educational Association booklet (6d.) *How to Run Discussion Groups*, W. E. LLOYD has written much common sense. How to get people talking, not too much, and to keep them to the point without regimenting them is a complex task. In another pamphlet, *Reading for Pleasure* (4d.) Mr. Lloyd provides the basic material which a discussion group leader on the subject of literature should have in mind. It is much less successful. In his endeavour to be concise and simple, he is often banal. Perhaps only a genius could outline the essentials of literature in 25 pages.

## the Valuation Expert

A LUCID guide through the tangle of rating and valuation law is provided in *Rating and Valuation Practice*, by PHILIP H. HENN and ARTHUR LOCKWOOD (Stevens, 21s.). Intended for the general reader, it will be useful to members of assessment and valuation committees, to professional valuation staff, above all, to those who need refresher courses. Both rating official and layman report in its favour.

## Year Book for Planning

THE fourth edition of the annual reference book, *Planning and Reconstruction*, is larger and better than its predecessors. For 21s. the Todd Publishing Company has produced 750 pages of varied and valuable information in the form of a series of short— a little too short, perhaps—articles by experts on aspects of planning progress during the year; a survey of legislation; policy statements by Government departments and unofficial bodies; directories; summaries of the major public reports; statistics; a who's who in planning; and accounts of the principal area and city plans. F. J. OSBORN is the advisory editor.

## Maitland Radford

FOR those of us who knew MAITLAND RADFORD, the medical officer of health of St. Pancras, who died some two years ago, his *Poems*, published by Allen and Unwin at 7s. 6d., provide a welcome reminder of his varied and attractive personality. He combined humane feeling, a gay humour, and enthusiasm for his job in equal proportions. All are revealed by his poems, together with two others—mordant satire against those not reaching his own high standards in dealing with his fellow-beings and a delicate appreciation of the world's physical beauty against the background of man's inhumanity.

## Our Legal System Explained

A HELPFUL pamphlet explaining the legal system has been published by the National Council of Social Service under the title

# at random ————— by "hyperion"

About all that this country has seen of the Dove of Peace so far is its bill.—*Punch*.

## Rate Collectors Note!

Queried by the court if it was "good business" to have a collector going about kissing women, Fellman agreed that it was not the proper thing. —*Newburyport (Mass.) Daily News*.

Answer the question, Mr. Fellman!

## Municipal Laundry Pro-forma?

We have the desire to give our clients whole satisfaction with our washing. In order that we could bring to our work the needful improvements, we should be obliged if you could let us know your appraising in returning us the hereafter paper of questions after ruling the useless mentions:

Are you very satisfied with our laundry?

Are you satisfied with our laundry?

Are you dissatisfied with our laundry.—

Announcement sent out by a Paris blanchisserie.

Come, come, no more self-doubts! We adore your laundry.

## Unearned Increment

Plump woman joining in the protest against food cuts at an Ilford meeting: "I may look bonny, and I have put on three stones during the war, but it is all through eating potatoes, and I am fed up."

## Thought for the Month

The scientists split the atom—and now the



atom is splitting us.—*Quentin Reynolds*.

of *How the Courts Work* (6d.) As far as possible, technical language has been avoided, but where it has been used a simple explanation has been added. It should be especially valuable to those who work in citizens' advice bureaux.

## Three Booklets About Rates

THREE recent booklets on local government finance make the same case for reform with variations of emphasis. The 1946 budget speech of FRANK LEE, chairman of the Northampton finance committee, has been reprinted as a threepenny pamphlet by the Northampton Labour Party. It is a bright piece of public relations outlining the immediate and long-term financial problems of the town. It shows, among other things, that well over half the rates are paid by occupiers of dwelling houses and 16 per cent by shopkeepers.

*Why Your Rates are Going Up*, published by the Communist Party, at sixpence, contains a good survey of the inevitably rising costs of local government, the regressive nature of rates, and the evils of de-rating. The main reform proposed is the establishment of a local income tax.

MICHAEL FOGARTY, in *The Reform of Local Government Finance* (Fabian Society, 2s.) provides a readable and comprehensive study. He does not reject the idea of a local income tax but doubts its immediate practicability on account of the political objections it would arouse. Like the Communists, he advocates the abolition of industrial de-rating and higher differential grants to help the poorer areas. He also urges an effective scheme for levying betterment, the development of municipal trading as a source of revenue, and improved valuation machinery.

## Glamour Girl

"One who has what it takes to take what you have."

## Brighter Golf

"At this point the gallery deserted Mrs. — to watch Miss —, whose shorts were dropping



on the green with amazing regularity."

—Synopsis (*Report on a golf tournament*).

## Testimonials

"I am trying to write a testimonial for that man Jones. What can I say?"

"Jones? Soapy and obstinate."

"Thank you so much—the very thing."

And he wrote: "He is suave but firm."

## Suggested Motto for a Minister

"Give me the straw, and I'll drop the bricks."

## Women in Trousers

Yes, deck yourself in floppy pants,

Yours are the limbs, my sweeting.

You look divine as you advance,

Have you seen yourself retreating?

—*Ogden Nash*.

## Passed to Queue, Please

A retailer, annoyed because he had to wait several months for an order, wired the manufacturer: "Cancel order immediately." Back came the response: "Regret cannot cancel immediately. You must take your turn."



**H**OW his council's hostility to branch public relations changed to active support—including the promise of £1,000 for an exhibition and the formation of a joint committee—was described by G. H. HOLT, Blackpool branch P.R.O., at the Conference meeting of branch public relations officers and others at Brighton, on June 10.

His branch had made a direct approach to the council to help in the organisation of its first P.R. effort, a public brains trust, and to elect representatives to answer questions. But when, after several delays, the request was considered by the general purposes committee of the council, it was ridiculed and turned down.

Naturally, this was a blow to branch plans, and a quick decision had to be made whether to carry on and risk the council's displeasure, or see the end of P.R. work in Blackpool.

"Then," Mr. Holt recalled, "I was informed by a chief officer that members of the council had signified that they were individually anxious to be in the trust. We invited those councillors direct and they instantly accepted."

The trust was an unqualified success, every seat having been taken 15 minutes before the trust began; many had to stand, and scores were turned away. The branch had had four trusts, and several members of the council had offered to serve on future ones.

Other Blackpool schemes, organised or to be organised included:

A scheme for providing brains trusts, speakers, and film shows on local government for all youth organisations in the town;

Film shows, with the Ministry of Information providing the films and projectionist free of charge;

An internal branch public relations drive for more effective counter and enquiry work; and

Public meetings explaining council housing schemes and neighbourhood units.

### Newspaper's Aid

W. G. DAVID, P.R.O. of the Glamorgan branch and the South Wales district committee, described how in November last year his branch and the Cardiff corporation staged a big exhibition attended by 30,000 people. At the subsequent elections, to their dismay, no appreciable effect seemed to have been made on electoral apathy. Before the county and district council elections, therefore, the district committee secured the help of the "Western Mail" in launching an enterprising series of brains trusts throughout the district. The newspaper provided publicity and cash, and NALGO provided speakers, sometimes with and sometimes without the local authorities' help. Altogether, 15 trusts, most of them well attended, were held. The B.B.C. had been chary at first, but at election times gave good facilities for broadcasting in Welsh. On the night of the first trust, Mr. David himself had been at the microphone to explain the purpose of the series.

### District P.R.—A Model Plan

L. G. SIRETT, chairman of the Metropolitan district public relations committee, outlined a model district plan which included:

A personal survey—not by questionnaire—to find out in what part of the area action was most needed;

A conference of P.R.O.s to exchange views;

Pressure on "black spots"—each area being allotted to a member of the district committee, who would act as its 'big brother';

A district magazine;

Organised contacts with national bodies like the National Council of Social Service, the B.B.C., and so on;

Joint work with area education committee; and  
A link-up with staff members of provincial Whitley councils.

### A Local Authority's Part

W. BORNIN, P.R.O. to Lambeth branch, said that his authority had itself launched a campaign and had decided to set up a committee composed not only of councillors but also of members of outside bodies such as the local press, cinema exhibitors' association, the local branch, the N.U.T., youth committees, rotary clubs, and others representing public opinion in the borough. The committee had called a conference of all interested in rousing interest of young and old in municipal affairs. No fewer than eighty representatives of the community attended the conference; and its recommendations—all being considered by the appropriate committee of the council—asked that:

A civic exhibition be run by the council to illustrate its work;

Council meetings be held earlier in the week to assist the local press;

The ban upon comment on items in the agenda previous to the council meeting be dropped;

Men returning from the Forces be contacted and told of the council's appreciation of their services during the war, to help cheer any feeling of neglect or depression they might have;

A civic week be held, with a sports carnival and festival;

Officers should talk to children in schools about their work;

Dramatic representation of the civic life of the borough be made through the medium of a Lambeth theatre;

A "Shadow Council" of children be set up; and

A small news room be provided.

## Progress Well Maintained By All Ancillaries

*All the NALGO ancillaries held annual general meetings—reported below at the Pavilion Theatre, Brighton, on June 14.*

### Logomia

#### Life Premiums Compare Well With Other Offices

An investigation—of which details would later be available—in which Logomia's life premium rates were found to compare favourably with those quoted by 48 leading insurance offices, was reported by S. LORD, chairman. It had also been found that the conditions on which Logomia policies were issued were better than the average and that on balance no other office provided so good a contract.

During the war years, the Association's premium income had increased by some £20,000, and its total funds by some £400,000, despite the necessary curtailment of new business. Now, business was increasing in all branches of the Association's activities. £9,300 had been paid in 73 death claims caused solely by the war. Death claims from all causes in 1945 dropped to 33, from 53 the year before.

As a result of the quinquennial valuation of the life fund, a bonus of £1 per cent. per annum would be declared on with-profit life policies for each policy year entered on between January 1, 1941, and December 31, 1945, inclusive.

### provident society

#### Chairman Urges Recruitment Drive by Branches

Submitting the annual report, T. NOLAN said that the deficit on the Management Fund had caused the committee some concern, but it had decided to ask the meeting's permission to withdraw the notices of motion to decrease from 2½ to 2 per cent. interest allowed on deposit and rest accounts, in the hope that an intensive membership drive during the current year would result in a substantial influx of new members. Such an increase, and the return of 3,000 members from the Forces should have a stimulating effect on the management fund. Local correspondents had a first-class scheme to offer and if they would all do their utmost, a reduction of the rate of interest on deposit and rest funds or, as an alternative, an increase in management fees, might not be necessary.

The meeting agreed to withdrawal of the notices of motion, and resolved, on the committee's recommendation, to:

Declare a bonus of £1 per cent per annum on death benefit assurances out of the fund disclosed by the quinquennial valuation;

Increase benefit for maintenance in homes and nursing homes from £5 5s. a week to £6 6s.; and

Include a new benefit allowing for the cost of vaccines and serums up to 7s. 6d. each injection, with maximum of £2 10s. a year.

A Glasgow motion to reduce the age of the Society from 70 to 65 and to re-examine members submitting sickness certificates at regular or frequent intervals was referred to the committee for consideration.

### approved society

#### Record Membership: Beneficial Claims Increasing

A membership of 35,000—highest in the history of the Society—was reported by A. BOWKER, chairman of the committee, in presenting the annual report to the meeting of 98 members. More than 12,000 had served in the Forces and of these half had so far been demobilised.

During the last year it had been possible to continue the scheme adopted two years ago for increased benefits for dental, medical, and hospital treatment, and to increase the maximum grant for surgical appliances from £10 to £20, even though there had been a decrease of grant from the Ministry of National Insurance since the outbreak of the war. Charges for various treatments had not increased. Claims during the war were numerous than in normal times, because many members were in the Forces. As a result the Society was able to carry forward to each year which enabled it to meet increasing claims of those demobilised. It could say to members returning to civil life: "We have funds to meet your needs and are happy to help you." The amount spent during the first five months of the year compared with the first five months of 1945 was £13,000 as against £9,921. Cash balance during the year amounted to £28,417, with £14,394 additional benefits, made of £42,811.

The Society's convalescent home at Broomfield was still doing great work, although charges for admission had had to be increased from January 1, 1946, as the result of increased overheads. No fewer than 6,400 had served in the Forces.



IE educational provisions of the Charter took up most of the time and provided most stimulating discussion at the Conference. Meeting of education correspondents held at the Pavilion Theatre, Brighton, on June 10. E. ODELL, chairman, N.E.C. education committee, presided.

Opening the discussion F. H. HARROD, President, urged that branches should look through their local education authorities, leading them to provide the courses members wanted, and should use branch, district, and area education committees in the widest possible education of members. J. J. NEWMAN, junior vice-president and a former chairman of the N.E.C. education committee, suggested that local authorities were willingly accepting the Charter, but they acted, quite rightly, to get something in return. If the Association played its part it would have the first real chance to

come since its inception. It had certainly made a sound and wise investment and had handsome dividends. The cost of maintaining that home and the heavy demand for financial benefits prevented any contribution to the Society to the fees of its members. It was at Knole Lodge, Bournemouth, seemed evident that approved societies would soon cease to function, but clause 64 of the National Insurance Bill did suggest the regulations would provide that contributions paid under the present Act would be for benefit under the new scheme. The conclusion of Mr. Bowker's report, setting resolved that the N.E.C. be asked to consider acquiring the convalescent home at Cluck from the Government when the approved Society ceased to function. The financial statement and auditors' report for 1944, presented by V. CARTLIDGE, trustee of the Society, was approved. The committee management was re-elected except E. L. L. LIVERPOOL, and R. W. COPPOCK, Birmingham, who were replaced by J. S. BROWWOOD, Blackpool, and S. H. BRODIE, Glasgow.

## Building society

### Food of Mortgage Business : Investments Up, Too

PINCHES, the chairman, in presenting his report, revealed that mortgage business had flooded into the Society since the reduction of interest on loans to 3½ per cent. From January 1 to May 31, this year, 1,271 new cases had been authorised—an increase of 174 over the corresponding period last year. The amount advanced during the same period was £537,558, compared with the £483,585 advanced for 1945 of £483,585. It was not likely that the Society would be able to compete with future 2½ per cent rates by local authorities but it endeavoured to advance up to 90 per cent of the purchase price, whereas local authorities were likely to advance only 80 per cent. Officers would doubtless consider this a stage when taking out mortgages. Despite the reduction on share interest from 2½ to 2 per cent., between February and this year not less than £93,000 had been received in shares compared with £47,500 the same months last year. Applications to include widows and widowers of members of the Association in membership of the Society and to permit nominations to the Committee of Management after March 1 each year, were considered, and the management committee decided to consider revising the scale of contributions to local correspondents.

make the service an administrative profession.

Those who were content to get a safe job in the town hall were now doomed to remain all their lives in the general division—but for the man with ambition, who wanted to do more than that, the professional, technical, and administrative division of the Charter offered an opportunity never available before. The administrator should make the decisions, with the technician on tap, not on top.

Post-entry training and the Diploma in Public Administration would come to count more and more. Higher and more general qualification would lead to greater mobility for the administrative grades, an essential advance. The old days of waiting to fill dead men's shoes had gone. It was a calamity, Mr. Newman felt, for any man to rise from office-boy to retirement in the same office. Now they had a chance to prevent that calamity by training young officers—in the local authority's time, as it should be, not by requiring them to study after a hard day's work.

N. W. BINGHAM, S.E. district, brought the meeting down to brass tacks by asking what practical steps could be taken, and promptly suggesting six :

Area education committees starting or resuming educational work should find out what training facilities were already being provided and what were the gaps, and should explore the library facilities in the area.

They should get their members to make full use of existing facilities.

They should make sure that local education authorities were doing all they could and had power to do, and that universities and colleges in the area were doing all they could be persuaded to do.

They should co-operate with every other organisation which might help. If they arranged classes, they should allow the public to take part.

They should run essay competitions, organise visits to places of educational or historic interest, and invite "outsiders" to join in.

They should not concentrate on the energetic students, but on those who, without help, would do nothing for themselves.

A. E. NORTROP, Eastern district, offered equally practical advice to branch education correspondents. They should, he said, regard themselves as a liaison between the member and the branch, the branch and the area education committee, and the branch and Headquarters.

## First Critical Note

J. BAIRD, Hertford county, struck a critical note by suggesting that the Association had chosen a bad time to affirm its faith in examinations just when the Ministry of Education was beginning to doubt their value. The Charter called for school certificate standard for entry into the service—but that standard was to be abolished and replaced by an examination at 18. Was NALGO going to change its policy and admit juniors at 18 instead of 16?

Hitherto, candidates for the higher ranges of the service had been selected from grammar schools rather than from technical schools; yet the Government was putting the emphasis on technical education. How were they going to select potential administrators from the new technical secondary schools? Should not NALGO organise its own examinations, postponed to the age of 18, and including intelligence tests to discover aptitude?

Mr. Harrod replied that the Charter merely called for a recognised standard on entry—but what that standard should be in the future, the future would determine. The Charter

also provided for the setting of a special local or national examination, to be prescribed by a National Examinations Board.

J. M. ANDERSON, Scottish district, expressed concern that promotion should be by examination only. What of the men aged 40 or 50 still in the General Division? Must they, at their age, sit for and pass an examination? The Charter would condemn a large number to a maximum of £300 for 20 or 25 years.

P. J. SCRIMSHIRE, Herts county, supporting this criticism, stressed the plight of men who had spent years in the Forces and had thus been prevented from studying.

S. BRODIE, vice-chairman of the education committee, thought that commonsense would prevail. The man who had grown old in the service would be protected.

Supplementing this reply, C. J. NEWMAN pointed out that the first regrading under the Charter would be carried out on the basis of the work each officer was doing now, regardless of whether or not he had passed any examination.

B. T. BALDOCK, Croydon, complained that the N.E.C. had not given a better and wider lead to branch education correspondents. At Croydon they had a series of departmental committees, each containing one officer concerned with education. They had found that method the only way of getting the Association's education policy broadcast among members. To have a single education correspondent in a branch of more than 200 was useless.

## More Guidance Wanted

G. S. REEMAN, Wolverhampton, felt that branches had not had enough guidance from Headquarters. Could they expect more?

A. E. ODELL replied that a booklet was in preparation and would be distributed to branches soon.

Answering another critic—E. H. GRAY, Leyton—Mr. Harrod pointed out that the Charter prescribed that promotion to a higher grade must depend on the existence of a vacancy in the establishment and that, before promotion, an officer in the general division must either pass a promotion examination or have secured a recognised qualification. But that was a regulation for operation in the future. All present grading was taking place under existing conditions.

This view was challenged by Mr. Gray, who declared that in his own authority younger officers with examination qualifications were getting preference in promotion already.

L. C. ST. LEGER YEEND, S.W. Gloucestershire, declared that in his district a group of officers whose average age was 43 was running study courses on its own. If older officers in the South-West could do it, so could others.

Here, H. S. BAILEY, Manchester, still dissatisfied about the position of the older men, some of whom, after the grading process, would still be getting less than £300, asked if the N.E.C. had made up its mind that those men should be denied promotion.

A. A. GARRARD, immediate past-President, pointed out that, 20 years ago, NALGO had established its own examination scheme, providing a qualification for every member in the service. If those older men to whom Mr. Bailey had referred had taken advantage of the Association's scheme 20 years ago, they would have had today the necessary qualification for promotion.

Asked by a Cardiff delegate whether it was intended to review the NALGO scholarship scheme in the light of the greater need there would be for education, Mr. Odell said that that was now being done.



**"Plenty of Bread and Butter"**

HERE are my reactions to your invitation to say what I like and what I do not like about LOCAL GOVERNMENT SERVICE.

Glossy paper and elaborate set-out are not desirable—magazines employing such are seldom read.

The three-column Times New Roman type is most suitable for the text-matter, and the picture cover is welcome once more.

A live journal must have a forthright, independent editor. Your May editorial certainly aroused lively interest, which was probably its purpose. In Birmingham, we welcome outspoken writers. The music critic of the "Birmingham Post" is read by those who know little about music, because of his pungent and provocative essays in criticism!

Then, of course, I want "Hyperion." He, alone, keeps NALGO well in with our wives—an indispensable consideration. Last month, "Jasper's" "Bright Intervals at Brighton" provided some compensation for the loss of "At Random," although I've been forbidden ever to become a cemetery or crematorium superintendent!

For the rest, I like to see:

Full reports of N.E.C. meetings; "NALGO Diary" by "Abingdon"; information about NALGO ancillaries; reports on salary and service conditions; and correspondence—in fact plenty of "bread and butter" and "meat," seasoned with just the right amount of "spice"!

On the other hand, I do not want: Reports of branch social activities—these are for branch magazines; long reports of non-committal speeches at openings of exhibitions and the like; and propaganda articles on public relations of the type you find in official brochures.

Birmingham branch. WALTER BROWN.

Thank you, Mr. Brown—yours is the sort of letter we like. What do other readers think? It's your journal and we shall try to give you what you want if you will only tell us.—Editor.

**PROMOTION-BAR DISCLOSURE****Job Lost Through War Service.**

AT two recent interviews for an appointment of deputy town clerk the following conversation took place:

TOWN CLERK: "You have been deputy at — since May, 1940?"

APPLICANT: "Yes."

T.C.: "But how long were you absent in the Forces?"

A.: "Five years."

T.C.: "So really you have only one year's experience as deputy?"

Neither of the other two candidates in the reduced short list had served in the Forces and I can only assume that the questions, every word of which was put to me twice, were designed to emphasize what I had lost in the service of my country, and to put me out of the running.

It is wrong that returning soldiers should be handicapped in this way.

"REBUFFED."

**IS CHARTER ADEQUATE?****Or "Just a Scrap of Paper"?**

THE so-called "Charter" for local government officers is little better than a scrap of paper. £400 today is worth only £200 pre-war. Thus, the new salaries if adopted are less really than our pre-war basic salary—increments ignored. If increments are taken into account, the discrepancy is greater.

When war began, the Government proposed a policy of stabilised prices and wages. As we all know, this was ignored. Officers got just nothing, except apologies for rises in the form of a few shillings war bonus. Others got the

astronomical wages of which we have read so often in the papers. My local branch—I was on the executive—were always "put in order" by the chairman if this point was raised, by the answer that we should look to the future when the war ended and other wages fell. Well, have the other wages fallen? No, neither have prices!

The Charter is not obligatory—No. 1 weakness. It still leaves the councils to grade as they please—No. 2 weakness. Salaries have low purchasing power—No. 3 weakness. Many officers privileged to run cars for the benefit of the public must today be losing money. Car prices and garage charges do not rise at NALGO-slow speed, remember. Car allowances have been conveniently shelved—No. 4 weakness. Temporary appointments are not covered by the Charter—No. 5 weakness.

A workers' agreement means 100 per cent.

**READERS' FORUM**

Letters for the October journal must reach the Editor, 24, Abingdon Street, London, S.W.1, by Monday, September 16.

adoption by local authorities from the appointed date. NALGO agreements mean dilatory payment, quibbling, and the loss of thousands of pounds to members.

**"DISGUSTED."**

To take "Disgusted's" points in order:

1. The actual increase in the cost-of-living since before the war is given by the Ministry of Labour as 30 per cent. "Disgusted" gives it as 100 per cent. It is probably somewhere in between.
2. Where the level of officers' salaries can be tested, evidence shows that they have improved. The scales operated by the six provincial councils existing in 1939 averaged out at £130 for men at 21, compared with today's national scale, plus bonus, of £220—or £240 in London—an increase of about 70 per cent. For men of 27 a similar comparison shows an increase of 48 per cent. These figures compare well with the increase of 50 per cent. in the average rates of wages in industry from October, 1938, to January this year, as shown by the Ministry of Labour Gazette for July.
3. Whether the Charter is obligatory is yet to be determined. NALGO says it is—and it has now been voluntarily adopted by more than 1,000 out of 1,530 local authorities.
4. Councils admittedly can grade as they please, but Paragraph 39 of the Charter establishes the officer's right of appeal to his provincial council if he is dissatisfied.
5. Low purchasing power applies to other workers, including civil servants, with whose scales the Charter compares well.
6. Car allowances are to be considered soon.
7. Temporary appointments are a special problem and are being dealt with separately.
8. "A workers' agreement means 100 per cent. adoption," probably because manual workers are less patient than non-manual workers and are much more ready to strike.

**ENGINEERS' GRADING ANOMALIES****Divisional Surveyors' Plight**

THE letter from "Engineer" in your June number is a perfect exposition of the present position. Judging by recent advertisements in technical papers most local authorities seem to be using the professional staffs of municipal and county engineers to get back the money they are paying out in higher salaries—well earned—to clerical officers.

Engineers' staffs have to be article'd at great cost and kept by their parents, and have to study for several years to pass high-standard

qualifying examinations. Having got through all this, and been employed at nominal salary to gain experience, they are invited, under the new grading, to apply for appointments at a salary rising to £405 basic and £465 including bonus—from £20 to £40 a year less than a bank clerk at 35 and £60 less than a non-graduate teacher.

County divisional surveyors call for special consideration. These officers have charge of from 200 to 400 miles of road, control numbers of men, and are responsible for expenditures of up to £50,000 a year. They are in a particularly unenviable position because although in their county divisions they are, in effect, chief officers—many of them were fact chief officers in rural districts until they had to take their present appointments under the Local Government Act, 1929—they are not officially classed as such, and are not included in the salary scale for chief officers and deputies which the Institution of Municipal and County Engineers recently circulated to local authorities, even though their responsibilities are much greater than those of many surveyors to small authorities. Surely these men are worth as much to the community as, say, the head-teacher of a small school. But their offices are widely scattered and they are not a large group—probably less than 600, all told—so they have no representation on the councils of their professional institution and are almost invariably overlooked.

I hope that the representatives of I.M.C.E. on the Joint Consultative Committee will read this letter favourably and that the committee will not continue to overlook county divisional surveyors.

"TESTAMUR."

**PENSIONS CHANGE DEMAND****"Refund Interest to Whom it Belongs!"**

IS it not about time interest on superannuation contributions was paid to members of staffs voluntarily leaving council employ? At present, it appears interest is paid only when members are discharged.

Interest not paid to those resigning is vested and appropriated to pay pensions to those having non-contributory service. Surely this is totally unfair. Members should receive pensions only on contributory service, interest on contributions being refunded to those to whom it belongs.

Chester.

E. EDWARDS (Miss)

On NALGO's list of amendments to the Superannuation Acts, awaiting the first opportunity of securing legislation, appears the item: "Interest to be payable in case of voluntary resignation."

**RESIDENT ADMINISTRATOR'S CRY****No Incentive to Take Responsibility**

SPARE a thought for the resident administrator and how he has fared at the hands of the National Whitley Council. A man deemed fit to be an executive officer—a senior law officer—is offered the princely salary of £160 plus keep. For that he is at the end of the telephone all hours God sends. He has to get up at any hour to admit a casual and his apartments are furnished without regard to his taste. Emoluments should include recompense for duties outside the 38-hour week of the clerical staff. A master's clerk at 30, may be at the maximum of the general division, and the master himself with executive responsibility in an average-sized institution may receive only £200 plus emoluments valued at £120. Why strive to become the "Boss"?

NALGO must insist on a square deal for the institutional administrator!

"CHRISTMAS PUDDING"



# Is the Squalor of the Countryside First Claim On Reconstruction? 165

WEST country paper recently reported a parish councillor as saying that a goodlier would not put pigs in the houses of a by-town. To city-dwellers, such a statement may seem gross exaggeration—but, in fact, it comes too near the truth.

The sanitary arrangements of many a picturesque cottage may consist of nothing but a set periodically emptied on the garden, bacteria have no terrors for the cottager. The cottages still enjoy the dubious benefits of this system, although abutting on a public street. Local authorities have power under section 72 of the Public Health Act 1936 to remove sewage from isolated buildings. But would the bucolic councillors fail to appreciate the importance of such a task, it must be carried by the ratepayer himself, even though he be paying a sewage rate for the district. A year or two ago, a labourer obtained about £10 in damages from a council which supplied, through lead pipes, with water having a violent action on lead. Not far away, certain farmers objected to the installation of a filtering plant for counteracting the solvent action, on the grounds that it "messed up" the water for washing.

The same attitude is apparent in the provision of milk, for, despite stringent regulations, the actual milking is often done in a dimly lit, dirty cowshed by a milker wearing at-soaked cords and filthy boots. The milking process is often performed near an open door giving out to a yard heaped with rotting manure, from which the stench drifts the air for a hundred yards or so.

In certain parts of East Anglia, where the rains are suspect, the only water supply is rain water contaminated with soot, dust, and bird-droppings from the roof. In dry seasons, the supply is so small that after washing clothes there is nothing left for washing bodies.

Near the Norfolk Broads, just before the war, it was not uncommon for people to exist in dilapidated boats, too rotten to float, floating on unwanted bits of marshland. Here, too, the ground-floor ceilings of many cottages were only 6 ft. 6 in. high. There were ceilings in upper floors—just rafters and beams—with tiny windows at floor level. No under children were puny and white-faced. The hovels were made of "clay-lump"—large lumps of chopped straw and sun-dried clay—presumably they still exist today. One in particular, well-known to the writer, is tenanted by a couple with six young children. Two of the children were overlaid, but the mother, in commendable fecundity, is producing a third. The lack of more than two bedrooms facilitates an indiscriminate mixing of the family, which, coupled with the absence of privacy, has resulted in attempts at sexual intercourse with his sister by the eldest boy.

In the countryside, the spirit of feudalism is yet dead. Many of our humanitarians, ever ready to alleviate the distress of other nations, are blind to the squalor of their own. Why not clean up the English country slums?

"RUSTICUS."

## CIVIC PARTNERSHIP

### Council and Tradesmen Must Meet

LOCAL democracy will be at its zenith when representatives of all branches of local commerce and trade have the opportunity of meeting regularly members of the council to discuss matters of interest and air grievances. It is to be regretted that most meetings of councillors and citizens take the form of sessions with their inevitable atmosphere of hostility and mistrust.

If we are to reach some true form of democracy, it is essential that the relations between councillors and public be friendly, trustworthy, helpful, for without any one of these ingredients it is impossible to have the others. S. F. MOORE.

## Show the Young Citizen

MR. H. TOWNSEND ROSE'S article in the June number was interesting and timely. It is surprising how little both adults and children know of their own local administration. Much of our loss of moral character is connected with such ignorance, for ignorance of public affairs is often coupled with poor citizenship.

Many officers have migrated into the teaching profession during the past few years and a unique opportunity is presented of giving children sound lectures on a subject which has been woefully neglected. Before leaving school, children should be taught not only how their town council works, its elections, committees, administration, and history, but how municipal undertakings are run in their own and in other boroughs, so that they will know what can be done as well as what is being done.

Liverpool.

E. W. S.

## BLEAK PROSPECT—LAST WORDS

### "Drop the Editorial 'We'"

THOSE who read your May editorial, "Bleak Prospect for Brighton," were unable to decide what weight of authority was behind it. I know what the answer will be: "the use of the editorial 'we' is universally known and implicates only the editor." But after all, LOCAL GOVERNMENT SERVICE is an activity of NALGO and should not give any opinion unless the protagonists or antagonists are clearly defined.

I regret this particularly, because I think the Journal has developed amazingly, and is, in the general catholicity of its matter, its normal open-mindedness, and its general effect, a really grand piece of work.

I would go further and omit the editorial "we" in notes appearing at the foot of letters in "Reader's Forum." Say: "the editor cannot agree," but do not say: "we cannot agree." The word "we" can denote that the voice is the voice of NALGO, because "L.G.S." is NALGO's official journal.

3, King Street,  
Wigan.

C. H. EXLEY.

### "Attempt to Prejudice Conference."

I AM still convinced that the editor exceeded his brief in so roundly despising and ridiculing the annual conference agenda. Nor can I help the wicked thought, which was expressed by more than me at our executive council meeting, that, although the hand was the hand of the editor, the voice was the voice of national authority taking the soundings in the turbid waters of near-conference. It was not only I who was so depraved as to read into the editor's comments not just a personal bolt from the blue, but a calculated attempt to prejudice the issues at conference.

Gas Dept.,  
Town Hall, Manchester.

TOM FEARNLEY.

The editorial "we," is an ancient convention, retained because it is convenient, but, as Mr. Exley himself recognises, it implicates only the editor. "L.G.S." is the voice of NALGO and, where NALGO has a policy, seeks to reflect it. But the journal has a duty to lead as well as to reflect, and in doing that the editor must perforce rely on his personal judgment. If members dislike his views, they are welcome to say so. Mr. Fearnley's allegation is untrue. Not a single member of the N.E.C. saw the article nor knew it was appearing until he read it in his own copy of the journal, and the editor is alone responsible for it.

### "Prove Our Interest in Public Problems."

I FEEL proud to belong to that minority endorsing the sentiments expressed in your May editorial "Bleak Prospect." Any fair-minded member would agree that con-

ference agendas for the past few years have displayed a dearth of important national problems—housing, nationalisation of transport, land, education, and so on.

NALGO admits that a gulf in understanding exists between the service and the community, and to bridge that gulf has spent, and intends to spend, thousands of pounds. If we introduce items of national interest into future conference agendas, it will help to convince the public that we are neither sectarian nor selfish. Prove to them that we are keenly interested in the things that affect them and they will in their turn develop that necessary understanding and sympathy towards our ideal—the establishment of an efficient and well paid local government service.

Haslingden Branch.

E. FULLER.

## INFORMAL PARTY MEETINGS

### Should Officers Give Data?

AS there is sometimes a lot about ethics in this journal, readers may be interested in the following true story.

The majority party on a council are putting up a housing scheme and expect opposition from the minority party. So they hold an informal party meeting to fix the line to take at the housing committee. The informal meeting is held at the council offices, the surveyor's staff have to get out figures beforehand, and the surveyor and members of his staff are ordered to attend. Afterwards a report is written in the surveyor's department, corrected by the surveyor, sent to the chairman of the informal committee, and later used at the housing committee to further the ends of the majority party.

This journal has often said that an officer has no politics. What is he to do in such a case? Should he refuse to attend such a meeting—and so risk victimisation? Or should he do as he is told, afterwards reporting the facts to the clerk of the council—and still risk victimisation? And what happens when the minority party want him to do the same thing for them?

"PUZZLED."

## WHY SACK THE WOMEN?

### "Doing a Man's Job."

HAVE the two "Pen-Pushers" who want women sacked ever tried typing all day—not merely copy-typing, but work such as statements, stencils, tabulated documents, salary cheques and schedules, and letters which fall to the lot of an efficient typist? Or have they tried working a comptometer all day—not merely adding, but the many calculations encountered in the finance department of a local authority?

I would willingly swop jobs for a period with either pen-pusher. I am doing the man's job—taken over during the war—of superannuation clerk as well as that of senior shorthand typist and comptometer operator.

Isle of Ely Branch. E. GEE (Miss).

## CONFERENCE BOUQUET.

### More Thanks for Brighton.

AFTER considering their delegation's report on the NALGO conference, my executive committee unanimously agreed that I should write to the Brighton branch and to LOCAL GOVERNMENT SERVICE expressing appreciation of the general arrangements made by the Brighton corporation and the Brighton branch for the comfort and convenience of delegates, both for the business and for the social side of the conference.

In the July number you have already paid them a well-deserved tribute, but my executive still want to express their own appreciation.

H. W. G. DEDMAN.

Acting Hon. Gen. Secretary.  
West Ham Branch.



## Where are the Local Government Quiz Champions? : "Over-Forties Can Qualify" say South-West Students

CAN the chairman of a council give instructions to the town clerk? No; if there is a town clerk, there is also a mayor, not a chairman.

What proportion of votes would a candidate at a municipal election need to save his deposit? None; there is no deposit.

Have the Press or public the right to attend council meetings? The Press has a statutory right; the public has not, but is normally admitted by standing order of the council.

These, and other questions and answers, were asked and given in an experimental, 30-second, local government quiz, sandwiched between a cabaret and a dance held at Bridgwater. The mayor was question-master and the opposing teams were surveyors and accountants. At the end, the mayor was asked to name as many committees of the council as he could in 30 seconds, but was prevented by sheer lack of breath from naming more than half. Rules for a successful quiz, says the branch, are:

Keep it short; and

Get everything prepared beforehand.

Why not arrange inter-departmental contests at your branch, to be followed by inter-branch, inter-district and finally a national championship? Manchester, I hear, is to hold one next month.

### Nalگو Examinations

Applications to sit for the next NALGO examinations to be held on December 11, 12 and 13, must be received by the general secretary, NALGO, 24, Abingdon Street, London, S.W.1, on the prescribed form, not later than October 1.

### S.W. Over-Forties Show the Way

The contention that unqualified officers over 40 are condemned by the Charter to a future without prospect of promotion because they could not be expected at that age to sit for and pass examinations is disproved by an analysis of the ages of seven officers passing part 1 of the D.P.A. after taking the Bristol University course. The ages are: 48, 48, 41, 35, 39, 33, and 37.

### Our Rulers!

"Now we are governed one half by Whitehall and one half by NALGO practically by rubber stamp, and it matters little whether we are nominally under one body or another."—Letter to Daily Mail, Hull.

### New Information Centre

The confession that, although Holborn council had many bright ideas, it could not think of everything, was made by Councillor IRENE MARCOUSE, J.P., in opening the borough's new information centre where, she said, citizens' own ideas would be welcome. The centre is well sited at the junction of five roads, and boasts fluorescent lighting and professionally prepared display-stands—three virtues worthy of imitation.

### Jobs For Social Workers

The British Federation of Social Workers offers employers a service for circulating

amongst trained social workers details of situations vacant. Write for particulars to 5, Victoria Street, London, S.W.1.

### Education Notes

The University College of the South-West at Exeter has also established a diploma course with centres at Dorchester, Exeter, and Plymouth.

Prizes of ten guineas and three guineas are offered by the Institute of Public Administration, for winning essays on any subject in the field of public administration within the personal experience of the writer submitted in the Haldane Essay Competition by December 31. Details from 18, Ashley Place, S.W.1.

Chiswick Polytechnic is planning to provide complete courses for the NALGO intermediate examination.

So great was the demand for lectures arranged by the Metropolitan area education committee last spring that 17 courses have been arranged for the coming autumn and winter. These include elementary and advanced lectures on local government and the practice of local government administration, followed by questions and discussion. A syllabus and enrolment form can be obtained from A. E. Odell, 59, Parkside Drive, Edgware.

The London Council of Social Service has arranged a training course on "Social Services and Welfare Problems Today," planned for those engaged in information and advice work. All local authorities in London have been invited to send representatives and the charges will be £1 1s. 0d. for the whole course, 2s. for any one lecture, or 3s. for a day. The lectures will be held at the Alliance Hall, Caxton Street, S.W.1, on Tuesdays, beginning October 8.

### It's Healthier in the Rain

News of Cardiff health exhibition follows our June description of the Edinburgh health week. Some measure of the enthusiasm at Cardiff can be gauged by the report reaching me that, long before the exhibition opened, crowds were queuing for admission to hear the Radio Doctor, and that loud speakers had to be fixed up to relay his lecture to the overflow waiting patiently outside in drizzling rain.

### Spare Our Blushes

"NALGO—these initials stand for what has become one of the most influential organisations in the country . . . a very fine organisation indeed. Being completely non-political the members conscientiously work for the public good and, although some would

be loth to admit it, credit for the excellence of our borough is run is mainly due to the fine efficiency of the official permanent staff . . ."—Brixton Free Press.

### Where is Whitley's True Home?

Although the South-east of England hardly a pioneer Whitley area—the South Home Counties provincial council was formed as recently as 1939—I am told by its district officer that it now claims the lead in the of Whitleyism. Of its 102 authorities, 100 constituent members of the provincial council and 96 already operate the Charter.

### This Month's Exhibitions

THE NALGO exhibition is being shown this month at Aberdeen and London (September 14-21), and Sunderland and Worcester (September 28-October 5). This month's displays will be at Chatham (October 2-9), Rotherham (October 3-10), Bognor Regis (October 5-19), St. Albans (October 12-19), Southport (October 12-26), and Blackpool (October 19-26).

### Congratulations to . . .

Lt.-Col. E. J. STEAD, M.C., A.M.I.C.E., F.S.I., President of NALGO during the war years 1939/43, a member of the NALGO from 1935 to 1943, and a veteran of the 1914-18 war, on his retirement in June from the post of county surveyor, Somerset.

PRESTON KITCHEN, for 35 years town clerk of Middlesbrough, and president and vice member of the branch, on his retirement after 51 years in the service.

C. CARLTON, Halifax, chief clerk, head of department, one time branch treasurer and district committee member, on his retirement after 50 years' service.

F. W. THOMAS, Barry, thrice president of the branch, and a member since 1908, on completing 50 years' service.

### Obituary

We regret to record the death of EDWARD H. T. BROWN, deputy borough treasurer of Eastleigh, at the age of 37. Mr. Brown occupied almost every position of importance in the branch.

### HOUSE EXCHANGE SERVICE

A mod. 3-bed., house with garden, green-house, garage space, in Dale Road, Redditch, is offered in exchange for similar house in Portsmouth. Write: Brass, 111, High Street, Portsmouth.

Officer in Aberdeen wants a bungalow or villa house in exchange for his 1938 villa—with 3 bed., box room and kitchen—in Glasgow. Write: NALGO, 67, Nile Street, Glasgow, C.I.

R. C. Crammond wants to exchange a mod., 3-semi-det., house in Bromley, Kent, for a 2 or 3 bungalow in Beckenham—West Wickham. Write: 15, Oldstead Road, Bromley, Kent.

W. P. S. Wood wants a house or bungalow travelling distance of Westminster for his 1939 3-semi-det., 3-bed., newly-decorated, house at Maldon, Essex. Write: 12, Washington Road, Maldon, Essex, or p. Whitehall 7333, Ex. 102.

## EXHIBITION BUILDING IS A SCIENCE — STU



A corner of the exhibition of branch, district and central public relations work on show at Conference, and due for the Scottish district meeting this month.



SIGNIFICANT fact marks a notable stage in the Association's efforts to secure one third per cent. national acceptance by local authorities of the National Whitley Council's scale of salaries and service conditions. The unanimous authority to adopt it proved to be more than Looe U.D. which, only several weeks before had refused to do so and, when officers raised their voices in protest against a decision, had given them notice of dismissal and advertised for replacements. Prompt negotiations by the Association's representatives on the spot effected a reversal in the Council's attitude towards adoption with the result that this month we welcome Looe to the ranks of councils operating the Charter.

Of the 1,530 local authorities in England and Wales, 1,018 had approved it by the date of going to press.

Some 68 other authorities had also come into making a grand total of 1,086, an increase on the July/August figure of 181. The total made up of:

- 47 out of 62 county councils
- 71 out of 83 county boroughs
- 22 out of 29 metropolitan boroughs
- 25 out of 309 non-county boroughs
- 48 out of 572 urban districts
- 35 out of 475 rural districts
- 58 other authorities.

Additions to the last published list are:

## COUNTY COUNCILS

Lincolnshire, Caernarvonshire, Holland (Lincolnshire), Leicestershire, Lindsey (Lincolnshire), Northamptonshire, Nottinghamshire, Oxfordshire, Staffordshire, Westmorland.

## COUNTY BOROUGH

Barrow-in-Furness, Bootle, Leeds, Liverpool, South, Preston, Rochdale, West Hartlepool.

## METROPOLITAN BOROUGH

Walsby.

## URBAN DISTRICTS

Accup, Bangor, Batley, Bilston, Brighouse, Burnham, Clitheroe, Crosby, Dover, Eccles, Huddersfield, Godmanchester, Harrogate, Heywood, Laid, Liskeard, Ludlow, Lymington, Malmesbury, Monmouth, Morley, Pudsey, Radcliffe,

Ramsgate, Rye, Stamford, Sutton and Cheam, Taunton, Tiverton, Tunbridge Wells, Wallingford, Warwick, Worthing.

## URBAN DISTRICTS

Adwick-le-Street, Aireborough, Aldridge, Ashby-de-la-Zouch, Ashton-in-Makerfield, Axminster, Bakewell, Barnet, Bishop Auckland, Bulth Wells, Burry Port, Burton Latimer, Chislehurst and Sidcup, Colne Valley, Crompton, Cudworth, Dawley, Elland, Farnborough, Haltemprece, Harrow, Havant and Waterloo, Hemsworth, Holmfirth, Hornchurch, Kenilworth, Kingston, Kirkburton, Leek, Leighton Buzzard, Einslade, Littlehampton, Llangollen, Looe, Malton, Mansfield Woodhouse, Matlock, Normanton, Northallerton, Prudhoe, Royston, Royton, Runcorn, Rushden, Saltburn and Marske, Scalby, Sedgely, Spenny-moor, Staines, Stourport-on-Severn, Tettenhall, Ventnor, Waltham Holy Cross, Wellingborough, Withernsea.

## RURAL DISTRICTS

Atcham, Blackburn, Bridgnorth, Bridlington, Brixworth, Cardiff, Castle Wood, Cheadle, Clun, Cookham, Crediton, Derwent, Easingwold, Farington, Flaxton, Gloucester, Hambledon, Holderness, Honiton, Kiveton Park, Leyburn, Lichfield, Llantrisant, Lunsdale, Midhurst, Newton Abbot, Northampton, Norton, Pershore, Ploughley, Pontardawe, Ripon and Pateley Bridge, Ross and Whitechurch, Rotherham, Rugby, Runcorn, St. Thomas, Scarborough, Sedgely, Seisdon, Selby, South Kesteven, South Westmorland, Spilsby,

## Rowlandson at Brighton : Conference Competition Result

ALTHOUGH the number of entries for our Conference Competition—to identify the incidents depicted in the heading sketch to the Conference report in last month's JOURNAL—was disappointing, the quality of those submitted more than made up for lack of quantity. First prize of £1 1s. goes, without question, to W. A. ADKINS, East Ham, who not only picked out accurately most of the references (including one that the artist had not intended!) but happily caught the period atmosphere with a parody of Oliver Goldsmith. Space prohibits publication of the whole of his verses but extracts will show their quality:

*Sweet Brighton, happiest meeting place for years,  
Where wit and vigour soon dispelled our fears*

Tregaron, Tutbury, Wakefield, Wantage, Warrmley, Warrington, Wayland, Wellington (Salop), West Ashford, West Kesteven, Wortley, Wycombe.

## OTHER AUTHORITIES

East Devon Assessment Committee, East Devon Joint Planning Committee, East Dorset Assessment Committee, Irwell Valley Water Board, North Devon Joint Planning Committee, River Avon (Bristol) Catchment Board, River Severn Catchment Board, River Trent Catchment Board, South Devon Regional Planning Committee, South West Essex Assessment Committee, Southport and District Water Board, Stourbridge and District Water Board, Stretford and District Electricity Board, Surrey (Mid-Eastern Area) Assessment Committee, Ulverston Joint Hospital Board, West Riding of Yorkshire Rivers Board.

## CORRECTIONS

The following authorities have previously been reported as having adopted the Charter. This is not correct. Warwickshire county has adopted a scheme which is not the Charter; Ogmere and Garw U.D. adopted it and later rejected it; and Leeds Assessment Committee was included in error.

## Dismissal and Absorption of Temporaries.

The date "October 31" given under the heading: "Dismissal and Absorption of Temporaries", on page 148 of the July-August number relating to the day after which all temporaries retained on staffs of authorities should be absorbed, should, of course, have read "October 31, 1947."

*Of some bleak prospect, shows its domes  
And minarets, while in the foreground roams  
One Riley, bacon proudly held aloft . . .*

*Sweet was the sound, a great achievement this,  
Of welcome given, almost with a kiss,  
To that stout figure, shortly labelled "Bum,"  
Now to the fold with his five thousand come . . .*

*Oh, sweet Utilities, thou loveliest maid,  
Such welcome could be thine—Art thou afraid? . . .*

*Now who is he, who with his leek erect  
Has thought another union to effect?  
Why, 'tis Welsh Morgan Wales, with visage stern  
Whose Celtic fire would surely itch to burn  
That cheeky lad, who waving from afar  
A herring, seeks the marriage bed to mar.  
The herring may be red—why not a dove?  
For neither bride nor bridegroom show much love.  
Despair not Morgan, we have owned your skill,  
For e'en though vanquished you can argue still . . .*

Second prize of 10s. 6d. goes to FRANK M. HUDSON, Wandsworth, for an entry showing erudition and imagination. Here again, extracts must suffice:

When almost in despair of finding suitable interpretations for numerous details of your illustration . . . it occurred to me how different would have been the reaction of the Commentators of old . . .

We, for example, merely see a personification of the T.U.C. holding in his hand a pitchfork. They, on the other hand, would have seen in this but a symbol of something deeper—"NALGO on the horns of a dilemma." "Marry me and share for ever my dilemma till death us do part." What political capital could they not have made of that . . . How much greater must be its significance when this double-pronged instrument appears yet a second time, wielded now by a member from Glasgow to goad into action the dormant Royal Commission on Equal Pay . . .

Is this demure, unsophisticated little maiden some representative from the National Association of Lachrymose Girl Orphans? Surely not NALGO!

Fortunately for me, I am not delivering this from a public platform or I, too, would have been swept from the microphone . . . "Give the red light a wide berth . . ." state the Rules of Navigation . . .

Commended are W. E. PAINTER, Stepney, with six correct references and one false one, and W. K. TURPIN, Macclesfield, also with six bullseyes but with two misses. E. S. D. SMITH, Dorset County, made a gallant effort in verse, but was so carried away that, after the second stanza, he forgot the sketch.

## NALGO ROLL OF HONOUR

### 1. Forces

#### KILLED OR DIED ON SERVICE.

Macdon, F/O L. R., R.A.F., accountant's dept., report, 1. of W.; Coughlin, W. M., Shoreline; Dick, H. R., Shoreditch; Durston, G., surveyor's dept., Bedford C.C.; Kingston, Sgm. P., treasurer's dept., Bexley; King, J. A., Shoreditch; Hampson, Lt. J. H.; Mayor's dept., Hale U.D.; Innocent; H. T., Shoreditch; Julian, Sgt. W. B., F.V.R., town clerk's dept., Ripon; F.O.F., R.A.F., surveyor's dept., Bexley; Hagan, F/Sgt. R., R.A.F., health dept.; Key, J. Murrell, K. E., Shoreditch; Potts, J. T., rates dept., Hale U.D.; Woodward, N., Shoreditch.

#### MISSING—PRESUMED KILLED.

McKie, J. B., Glasgow.

#### REPATRIATED PRISONER.

McKie, T. H. J., Halifax (previously reported missing).

## Awards To Members.

### M.C.

Wooden, Capt. L. O., R.A., county treasurer's dept.; Hants.; Thornton, Maj. T. J., R.E., engineer's dept., Malden and Coombe.

### D.F.C.

Irby, P/O C. F., R.A.F., electricity dept., Pancras.

### CROIX DE GUERRE.

Williams, I. Cpl. W. A., welfare dept., Carden C.C.; Wren, Maj. L., county buildings t., Kent C.C. (with Palm).

### O.B.E.

Settings, Lt. Col. H. C., R.E., county

surveyor's dept., Gloucestershire; Moll, Lt. Col. V.R., treasurer's depts. Ilkeston.

### M.B.E.

Geddes, A/Maj. W., Indian Army (R.I.A.S.C.), Aberdeenshire; Thomas, Capt. W. C., school medical dept., Carmarthen C.C.

### B.E.M.

Marriott, Sgt. D. W., clerk's dept., Oadby.

### MENTIONED IN DISPATCHES.

Baker, Lt./Qm., W. H., borough surveyor's dept., Hackney; Fox, Sgt. A., R.A.S.C., health dept., Nottingham C.C.; Geddes, A/Maj. W., R.I.A.S.C., Aberdeenshire (twice mentioned); Greenwood, Lt./Sgt. A.V., treasurer's dept., Halifax; Rees, Maj. D. M. T., district registration dept., Carmarthen C.C.; Sharp, R. L., engineer's dept., Bridgewater; Simmons, Lt. Col. H. L., Mil. Gov. B.A.O.R., deputy town clerk, Ipswich; Taunton, R. R., clerk's dept., Bridgewater; Thornton, Maj. T. J., R.E., engineer's dept., Malden and Coombe; White, Sgt. M., R.A.S.C. (Airborne), accountant's dept., Penarth; Wrighton, Sgt. J. W., 13/18 Hussars, finance dept., Abercrom U.D.

### GOOD SERVICE CERTIFICATE.

Hemming, S/Sgt. J. T., Intelligence Corps, housing department, Leeds; Watson, Cpl. F. W., R.A.F., relieving officer, N. Riding.

### C-IN-C'S CERTIFICATE.

Cox, Maj. R. S., R.A., borough treasurer, Erith; Hughes, Capt. K. H., R.A., town clerk's dept., Cardiff; Lintel, C. A., valuation dept., St. Pancras.

### Civilian

### B.E.M.

McBurney, J., treasurer's dept., Halifax.



# 168 Does Scotland Need Its Own Conference?

"HAD it not been for Glasgow's representative at the Brighton Conference," writes a Fife correspondent, "one could have been excused for thinking that Scots all spoke Gaelic and there was a shortage of interpreters." What substance is there in this implication? A glance through the agenda reveals only one Scottish motion and one amendment. Out of 200 speakers, only six came from north of the border, and of these, two were district committee members mainly concerned with contributions to district funds.

It is difficult, in the face of these facts, to

was made in a cordial atmosphere auguring well for future improvements. The next step will be the application of the scheme and the fight to get every member a square deal.

## Holidays for Returning Warriors

In view of general discontent at the recent recommendation of the J.I.C., the staffs' side has secured a remit back to the executive. This has, however, been suspended until a decision is given by the reinstatement umpire on an appeal in Glasgow, where the legal authority of employers to alter conditions of employment on reinstatement has been challenged.

## More Members Wanted

Three hundred and ninety-seven members are needed by October 31 to Scotland a fifth seat on the N.E.C.

## Sports Day—Bridge of Allan

The supporters of the popular pre-war outing to Perthshire's beauty spot, the Bridge of Allan, will welcome the sports committee initiative in sponsoring it again this year. J. JOHN MUIR, our convener, and his wife have arranged a programme to meet all tastes.

## Next District Committee

The next district committee on September 1st at Falkirk Ice Rink is to have a special night in the forenoon, for branch public relations officers. The exhibition of public relations work seen at Brighton will be on show.

## NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

### Financial Officer

The National Executive Council of the Association invites applications for the position of Financial Officer. The duties will comprise the keeping and preparation of all the accounts of the Association and its ancillaries—including a Building Society, Mutual Insurance Association, Provident Society, Approved Society and Benevolent Fund. The appointment will be on the scale £900 rising by annual increments of £50 to a maximum of £1,200, plus a cost of living bonus—at present £59 16s. a year. The commencing salary will be determined according to experience.

Applicants must have wide experience in financial administration including audit and taxation, must hold a recognised professional qualification, and must not be more than 45 years with allowance for war service.

The appointment will be subject to medical examination and will be to the permanent establishment carrying the right of admission to the staff superannuation fund on terms particulars of which will be supplied to intending applicants. The appointment will be subject to three months' notice on either side.

The person appointed will be required to devote his whole time to the duties of the office.

No form of application is being issued. Applications should state age, past and present appointments, and experience, must be addressed to the undersigned at 24, Abingdon Street, Westminster, S.W.1, and be received not later than Saturday, September 14. Canvassing is prohibited.

J. H. WARREN,  
General Secretary.

deny that our friend from Fife has made his point. But the lack of speeches by Scots is not the chief criticism. What is alarming is their failure to make a reasonable number of solid, thoughtful contributions to the agenda. It cannot be that they have nothing to say; district committees and the district office mail give the lie to that. A contributing cause may be that Scotland has different industrial councils, committees, and legislative systems, and much of the agenda would not, therefore, apply to it. But conditions of service only formed a part of the agenda. Many other items applied equally to Scotland as to England and Wales.

Is not the answer that Scottish branch and district committees are concerned too much with detail and too little with policy?

Whatever the reason, a solution must be found. Why not a Scottish conference, reserved for discussion of Scottish and national policy? It is not a new idea. In 1942 and in 1944 the district committee endorsed similar suggestions, but nothing came of them. Why not experiment with an early meeting in 1947 and start thinking now in terms of the 1947 Conference agenda? In preparation for such a Scottish conference, rank and file members could now be putting forward, at branch meetings, their own views on the development of policy. By this means, the voice of Scotland may be heard more effectively at Southport next year.

## Scottish Charter Progress

The executive committee of the Joint Industrial Council has completed its work and agreement has been reached on the terms of a Scottish Charter. It remains for the full Council on September 11 to approve a draft scheme and agree on the operative date. The path to agreement has not been easy. As was said of the English Charter, neither side can claim complete success. But the agreement

## Branches Plan To Attain Memorial Appeal Target

PAID-IN months ahead of the closing date, more than £2,500 has already been received at Headquarters in response to the appeal to raise £40,000 to pay for the Association's National War Memorial, Knole Lodge, in Bournemouth.

Small branches as well as large are setting to work in a methodical manner. Sevenoaks members have agreed to pay sixpence a month into the fund. Penryn (West Cornwall) members are saving their collectors trouble by agreeing to pay two shillings a month until the end of the year. Lichfield members have split the difference and are paying one shilling a month, whereas Somerset, which has chosen a target of £200, has a sliding scale from three to ten shillings in the year, according to salary. Halifax, aiming at £150, has made a special printed appeal and will run dances, whist drives and concerts to swell contributions.

Branches which have not yet set up war memorial sub-committees to determine a target figure and consider ways and means of reaching it are urged to do so at once. To raise the £40,000 within a year—the Association's target—a sum equal to six shillings per head must be raised in every branch in the country.

Many special donations from accumulated funds have been received at Headquarters. Notable among these is £525 from the Metropolitan district committee, £150 from Hampstead, £105 from Ealing, and £52 10s. from the P.L.A.

But apart from these and many other donations, all manner of schemes have been evolved

to raise money. In draws and sweeps Portsmouth has netted £350, and Cheshire (with a gift from the branch). By dinner

## Cliché Third Prize



"The new Tramways Committee should run on the lines laid down."

Clichés, fresh from the lips of councillors, the press, and the reports of administrators, are still steaming into Headquarters at the invitation of our administrative cliché competition announced in January. The third prize of five shillings goes to Miss R. ESSEX, North Devon branch, who also secured the second prize in June. Five shillings will be paid for every cliché illustrated and published.

dances Battersen raised £111; Wolverhampton £75; Carmarthenshire £50; Warwickshire £45; Bridgwater £26; and Wood Green £10 18s.

## Summer School Warned of "Revolutionary Changes"

"IF we are going to secure better systems out of the new legislation we are passing, then I claim that wider areas of administration are vitally necessary," declared Alderman C. W. KEY, M.P., Parliamentary Secretary to the Minister of Health, in opening the Association's summer school at Oriel College, Oxford, on July 20.

"I have in my little bag," he went on, "some really revolutionary changes so far as rateable values are concerned."

The problem which faced us today, he asserted, was whether the machinery of local government was effective enough to meet the problems of the next ten years, or whether reallocation of powers and widened areas were needed. He was convinced that they were.

Dr. J. SYKES, of the University of the South West, Exeter, Dr. H. H. MACWILLIAM, Walton Hospital, Liverpool, Dr. D. MC J. JOHNSTON, L. H. KEAY, city architect, Liverpool, and others gave lectures, after which lively discussions followed.

One ex-service student said that since his return he had gained the impression that both officer and citizen alike had lost the quality of applying a conscience. He pleaded for a better understanding of the purpose of the social services and hoped to see a conscious effort to administer them for the betterment of mankind.

R. E. HOUSE, assistant sanitary inspector Worsborough U.D., gained the "Sir William Douglas Prize" for an essay discussing the claim that "The sanitary inspector is the foundation of public health."

## "Thank You," says Peter

PETER has had his holiday, and enjoys it very much, thank you!

Last month we asked for offers to give a holiday by the sea. He is a youngster of without father or mother—in whom the Beneficent fund is interested. Ten splendid offers came almost at once, one from a widow, Bridlington, who was neither a member nor a local government officer, but happened to be a LOCAL GOVERNMENT SERVICE lying about, the appeal, and wrote right away.

A telegram from E. W. FLETCHER, assistant clerk and energetic public relations officer of Rhyl U.D., was the first to arrive—within a matter of 24 hours of publication. It accepted, and Peter spent two happy weeks with the Fletchers, their eight-year-old daughter and other boys of Peter's own age so near by. He walked, bathed, played cricket on the sands, and came back looking brown and fit—to find to his intense delight that the branch of which his father had been a member had promised to buy him a 15-guinea bicycle.



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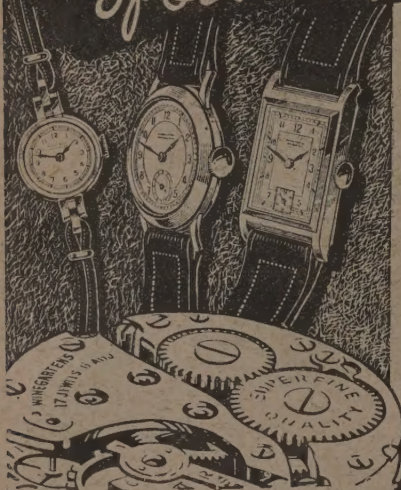
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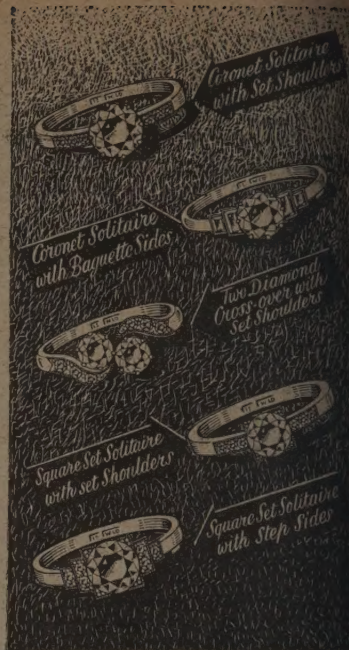
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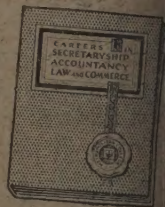
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